



WORKERS' RIGHTS UNDER ATTACK BY BUSH ADMINISTRATION

Bush's National Labor Relations Board Rolls Back Labor Protections

Over the past five years, President Bush has stacked the National Labor Relations Board with anti-union members – and American workers are paying the price. Millions of workers have lost their right to organize into unions, their basic human rights have been trampled, and businesses have essentially been given free rein to make it as difficult as possible for their employees to organize. Collective bargaining has helped millions of workers negotiate a living wage for their families, helping create the middle class itself.

Workers' Labor Protections Are Stolen From Them

Some of the Bush Board's most egregious rulings have denied labor protections for wide swaths of workers.

- ↓ 45,000 disabled workers have lost their right to organize
- ↓ 51,000 teaching and research assistants have lost their right to organize
- ↓ 2 million temporary workers have had their right to organize severely limited
- ↓ 8 million charge nurses and other workers across the labor market are currently facing the loss of their organizing rights

Human Rights Are Trampled

Workers' basic human rights have been trampled, as well. For example:

- ↓ The Bush Board ruled that it was acceptable for a company to fire a female worker for asking a fellow employee to support her charges of sexual harassment in testimony before a state agency.
- ↓ The Bush Board ignored long-standing law giving workers the right to socialize outside of work when it ruled that a company could ban off-duty fraternizing by its employees.
- ↓ The Bush Board denied nonunion workers the right to have a co-worker present during a disciplinary meeting, ignoring a U.S. Supreme Court decision that gave workers this right.

Hypocrisy and Unfairness Abound

- ↓ The Bush Board hypocritically applies double standards to supervisors' anti-union and pro-union conduct. When a supervisor campaigns against a union, the NLRB deems it "free speech." When a supervisor campaigns for a union, however, the Bush Board has, on occasion, overturned the entire union election.

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- ↓ The Bush Board ruled that an election was fair even though the union did not receive a full list of workers' addresses, to which it is entitled by law. The company, of course, had access to 100 percent of the workers, had hired expensive anti-union consultants, and won the election, 161-121.
- ↓ In two particularly petty decisions, the Bush Board allowed one employer to fire striking workers because the union started a strike four hours later than planned, and another to fire striking employees for violating property rights after they left the company's parking lot 15 minutes late.

No End in Sight

And the rollback is not over. Several cases are currently pending before the Bush Board that pose a danger to workers' rights protections for millions of American workers and to the efficacy of the most successful worker organizing methods – voluntary union recognition.